

LABOUR TURNOVER : MARCH, 1962

1. This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1962, and shows these results together with those obtained in similar surveys covering the months of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover September, 1961", published on 12th February, 1962, contained the results of a survey in September, 1961 together with the results obtained in similar surveys relating to the month of September in previous years.
2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.
3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.
4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The surveys are based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than £200 a week in wages. The surveys exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from pay-roll tax. In addition, the surveys exclude rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

Engagements and Separations

6. Table 1 summarizes the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In one category, "female non-manual workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.
7. In March, 1962, the engagement rates for most categories were higher than in March, 1961, but were less than the relatively high rates reached in 1960. For both male and female non-manual workers, the March, 1962 separation rates for non-manufacturing industries were the lowest ever recorded for the month of March, and the rates for "all industries" equalled the lowest previously recorded for the month of March.

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, MARCH, 1949 TO 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of March in Year	Manufacturing		Non-manufacturing		All Industries (a)		Manufacturing		Non-manu- facturing	All Industries (a)	
	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Non-manual Workers	Manual Workers(b)	Non-manual Workers
MALES						FEMALES					
	%	%	%	%	%	%	%	%	%	%	%
<u>Engagements</u>											
1949	9.3	1.8	8.1	3.5	8.9	3.0	11.0	3.9	9.9	10.7	8.5
1950	8.4	2.2	7.3	2.8	8.0	2.6	10.5	4.8	5.8	11.0	5.6
1952	6.0	1.9	6.5	2.6	6.2	2.4	6.4	4.0	5.5	6.8	5.1
1953	4.7	1.6	4.8	2.1	4.8	1.9	9.0	4.0	5.8	8.5	5.4
1955	8.0	2.4	9.2	2.8	8.4	2.7	8.9	5.4	6.5	8.7	6.2
1956	7.1	2.3	7.0	3.0	7.0	2.7	7.9	5.0	5.8	8.1	5.6
1957	5.1	2.0	6.1	2.1	5.5	2.1	7.7	4.2	4.4	7.6	4.4
1958	4.5	1.9	5.3	2.3	4.8	2.1	7.0	4.2	4.4	6.7	4.4
1959	5.0	1.8	5.4	2.6	5.1	2.3	7.1	3.6	4.2	6.8	4.0
1960	6.8	2.1	6.8	3.2	6.8	2.8	8.3	4.7	4.9	8.2	4.9
1961	4.7	1.7	5.7	2.3	5.0	2.1	6.9	3.6	4.4	6.9	4.2
1962	5.4	2.4	6.3	2.3	5.7	2.3	8.9	3.9	4.4	7.9	4.3
<u>Separations</u>											
1949	8.5	1.4	7.1	2.8	8.0	2.3	8.9	3.4	8.2	9.0	7.1
1950	8.7	1.6	7.5	2.4	8.3	2.1	8.6	4.4	5.7	9.3	5.3
1952	7.0	1.9	6.9	2.6	7.0	2.4	9.7	4.2	5.8	9.7	5.4
1953	4.2	1.6	4.2	2.7	4.2	2.3	6.1	3.2	4.6	5.9	4.3
1955	7.5	2.0	8.4	2.9	7.8	2.6	8.9	5.0	5.6	8.5	5.5
1956	6.8	2.2	7.5	3.0	7.1	2.7	9.1	3.9	5.4	8.7	5.0
1957	4.8	1.8	6.4	2.3	5.4	2.1	6.1	4.2	4.6	6.1	4.5
1958	4.5	1.5	5.5	2.3	4.9	2.0	6.1	3.4	4.6	6.0	4.3
1959	4.8	1.7	6.2	2.5	5.3	2.2	5.5	3.4	4.2	5.6	4.0
1960	6.1	1.9	6.4	2.7	6.2	2.4	7.2	3.8	5.0	7.2	4.7
1961	6.3	2.1	6.3	2.9	6.3	2.6	9.3	4.4	5.7	8.8	5.2
1962	5.2	1.8	6.4	2.2	5.6	2.0	6.7	3.8	4.0	6.3	4.0

(a) See introductory text for note on industrial coverage.

(b) Includes "non-manufacturing" for which separate estimates are not available.

Engagement Rates for Industry Groups

8. Table 2 gives a dissection by industry group of the engagement rates of manual workers which, in Table 1, were shown to be higher in March, 1962 than in March, 1961, but not as high as in March, 1960. Table 2 shows that in most industries the rates in March, 1962 were higher than in March, 1961.

9. Since the "food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season, considerable fluctuations may occur in the turnover rates because a season may be later one year than another.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY,
MARCH, 1957 TO 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH					
	1957	1958	1959	1960	1961	1962
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	4.9	4.0	5.2	7.1	4.4	5.5
(i) Engineering (a)	n.a.	n.a.	n.a.	7.0	4.6	5.3
(ii) Vehicles (b)	n.a.	n.a.	n.a.	7.6	3.9	6.3
Textiles and clothing	3.4	3.1	4.4	5.0	3.5	4.5
Food, drink and tobacco (c)	9.6	7.1	6.8	8.9	3.7	7.6
Furniture, sawmilling and woodworking	3.5	4.2	4.6	4.8	3.6	4.5
Paper and printing	2.4	2.3	3.1	3.9	2.8	2.9
Other manufacturing	4.7	5.5	4.3	6.7	3.6	5.2
(i) Chemicals and oil refining	n.a.	n.a.	n.a.	6.0	4.4	3.9
(ii) Other	n.a.	n.a.	n.a.	6.9	3.4	5.7
All Manufacturing	5.1	4.5	5.0	6.8	4.7	5.4
<u>Non-manufacturing -</u>						
Mining	3.0	2.4	3.1	3.0	4.0	2.9
Building and construction	9.9	9.4	8.7	11.6	9.7	11.8
Road transport	5.5	5.2	4.7	7.0	4.3	5.2
Wholesale and retail trade	4.9	4.3	4.0	5.6	3.8	4.5
Other non-manufacturing	6.5	4.2	6.5	5.3	6.2	5.3
All Non-manufacturing	6.1	5.3	5.4	6.8	5.7	6.3
All Industries (d)	5.5	4.8	5.1	6.8	5.0	5.7
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	8.8	7.3	5.2	9.1	3.1	8.8
Textiles	4.9	4.1	5.1	6.3	3.7	5.5
Clothing	4.6	4.2	5.8	5.2	4.9	5.5
Food, drink and tobacco (c)	18.1	16.2	16.8	19.4	19.2	20.7
Paper and printing	5.2	4.9	4.1	5.6	5.1	5.9
Chemicals and oil refining	n.a.	n.a.	n.a.	6.2	3.3	6.0
All Manufacturing (e)	7.7	7.0	7.1	8.3	6.9	8.9
All Industries (d) (f)	7.6	6.7	6.8	8.2	6.9	7.9

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.

(b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain

industry groups not specified above for which separate estimates are not available.

(f) Includes "Non-manufacturing" for which separate estimates are not available.

Separation Rates for Industry Groups

10. Table 3 gives a dissection by industry group of the separation rates of manual workers which were shown in Table 1. It shows that in March, 1962 lower rates than in March, 1961 were fairly general throughout manufacturing industry, but that higher rates than in March, 1961 occurred in some non-manufacturing industries, leaving the rate for "all non-manufacturing" at much the same level as in March, 1961.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY
MARCH, 1957 TO 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH					
	1957	1958	1959	1960	1961	1962
MALES						
Manufacturing -	%	%	%	%	%	%
Engineering and vehicles	4.8	4.4	4.8	6.1	6.2	4.8
(i) Engineering (a)	n.a.	n.a.	n.a.	6.2	6.1	4.9
(ii) Vehicles (b)	n.a.	n.a.	n.a.	6.1	6.4	4.4
Textiles and clothing	3.4	3.1	4.0	5.2	5.7	3.9
Food, drink and tobacco (c)	8.0	7.0	7.6	8.4	8.7	8.1
Furniture, sawmilling and woodworking	3.9	4.0	4.2	5.2	7.8	4.8
Paper and printing	2.6	1.8	2.5	3.2	3.6	2.8
Other manufacturing	4.4	4.6	4.2	5.9	5.4	5.7
(i) Chemicals and oil refining	n.a.	n.a.	n.a.	5.3	4.9	4.6
(ii) Other	n.a.	n.a.	n.a.	6.1	5.6	6.1
All Manufacturing	4.8	4.5	4.8	6.1	6.3	5.2
Non-manufacturing -						
Mining	4.0	2.4	4.0	3.5	3.2	4.8
Building and construction	11.2	10.5	11.1	10.5	10.4	10.8
Road transport	5.3	4.1	4.5	5.4	5.5	4.8
Wholesale and retail trade	4.8	4.2	5.0	5.3	5.0	5.1
Other non-manufacturing	5.1	4.9	4.1	5.6	5.4	4.5
All Non-manufacturing	6.4	5.5	6.2	6.4	6.3	6.4
All Industries (d)	5.4	4.9	5.3	6.2	6.3	5.6
FEMALES						
Manufacturing -	%	%	%	%	%	%
Engineering and vehicles	7.7	5.2	5.3	6.8	12.1	6.7
Textiles	4.6	4.7	4.3	5.0	9.2	4.2
Clothing	4.4	4.1	4.3	4.9	6.7	4.2
Food, drink and tobacco (c)	10.7	14.0	10.3	17.4	12.0	15.8
Paper and printing	4.5	4.0	4.0	5.0	6.4	5.0
Chemicals and oil refining	n.a.	n.a.	n.a.	6.6	5.8	5.0
All Manufacturing (e)	6.1	6.1	5.5	7.2	9.3	6.7
All Industries (d) (f)	6.1	6.0	5.6	7.2	8.8	6.3

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available.
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

Analysis of Separations for Manual Workers

11. Table 4 shows a classification by type of separation (see note to table) for male and female manual workers during March, 1961, and March, 1962. Previous issues in the series have contained corresponding information for earlier years.

12. In March, 1962 the retrenchment rate was considerably less than in March, 1961 throughout most of manufacturing industry and parts of non-manufacturing industry. Mainly as a consequence of this, the proportion of separations among manual workers due to persons leaving on their own initiative increased from less than half of the total in March, 1961 to more than half in March, 1962 - in earlier periods the majority of separations was generally in this category.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS, MARCH, 1961 AND MARCH, 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

NOTE: - D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.

L - Left : Employment terminated on the employee's initiative. Excludes employees on strike.

O - Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

Industry Group	March, 1961					March, 1962				
	D	R	L	O	Total	D	R	L	O	Total
MALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.6	2.7	2.7	0.2	6.2	0.7	0.9	3.1	0.1	4.8
(i) Engineering (a)	0.7	2.5	2.7	0.2	6.1	0.7	0.9	3.2	0.1	4.9
(ii) Vehicles (b)	0.5	3.5	2.3	0.1	6.4	0.5	1.1	2.7	0.1	4.4
Textiles and clothing	0.8	2.4	2.3	0.2	5.7	0.7	0.4	2.5	0.4	4.0
Food, drink and tobacco (c)	0.9	4.3	3.3	0.2	8.7	0.8	4.0	3.1	0.2	8.1
Furniture, sawmilling, etc.	0.7	4.7	2.0	0.4	7.8	0.6	1.1	3.0	0.1	4.8
Paper and Printing	0.5	1.1	1.9	0.1	3.6	0.5	0.3	1.9	0.1	2.8
Other manufacturing	1.0	1.3	3.0	0.1	5.4	1.0	1.0	3.5	0.2	5.7
(i) Chemicals and oil refining	0.6	1.1	3.0	0.2	4.9	0.6	0.6	2.9	0.5	4.6
(ii) Other	1.1	1.4	3.0	0.1	5.6	1.2	1.1	3.7	0.1	6.1
All Manufacturing	0.7	2.7	2.7	0.2	6.3	0.7	1.3	3.0	0.2	5.2
<u>Non-manufacturing -</u>										
Mining	0.3	0.2	2.6	0.1	3.2	0.6	1.7	2.1	0.4	4.8
Building and construction	1.7	4.3	4.4	0.0	10.4	1.3	5.3	4.2	0.0	10.8
Road transport	1.3	1.2	2.8	0.2	5.5	1.0	0.5	3.0	0.2	4.7
Wholesale and retail trade	0.6	1.9	2.4	0.1	5.0	0.6	1.6	2.6	0.3	5.1
Other non-manufacturing	1.0	0.8	3.4	0.2	5.4	0.8	1.0	2.6	0.1	4.5
All Non-manufacturing	1.0	2.1	3.1	0.1	6.3	0.9	2.3	3.0	0.2	6.4
All Industries (d)	0.8	2.5	2.8	0.2	6.3	0.8	1.6	3.0	0.2	5.6
FEMALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.4	8.5	3.0	0.2	12.1	0.8	0.9	4.9	0.1	6.7
Textiles	0.6	5.2	3.3	0.1	9.2	0.9	0.6	2.6	0.1	4.2
Clothing	1.2	2.3	3.0	0.2	6.7	0.9	0.6	2.6	0.1	4.2
Food, drink and tobacco (c)	1.3	4.1	6.5	0.1	12.0	1.0	8.4	6.2	0.2	15.8
Paper and printing	0.8	1.0	4.5	0.1	6.4	0.5	0.8	3.6	0.1	5.0
Chemicals and oil refining	0.4	2.4	2.8	0.2	5.8	0.7	0.6	3.5	0.2	5.0
All Manufacturing (e)	0.9	4.1	4.1	0.2	9.3	0.8	1.9	3.9	0.1	6.7
All Industries (d) (f)	1.0	3.5	4.1	0.2	8.8	0.9	1.6	3.7	0.1	6.3

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available.
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T. 14TH SEPTEMBER, 1962.

NOTE: - Inquiries concerning these statistics may be made in Canberra by telephoning UO413 extension 202 or, in State Capitals, by telephoning the offices of the Deputy Commonwealth Statisticians.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS, MARCH, 1961 AND MARCH, 1962

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

NOTE: - D - Dismissed: Employment terminated on the employer's initiative for disciplinary or similar reasons.

R - Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.

I - Left: Employment terminated on the employee's initiative, including employees on strike.

O - Other: Includes separations due to death, injury, permanent disability (including women leaving to be married), and other reasons, forces, and similar reasons.

Industry Group	March, 1961					March, 1962				
	D	R	I	O	Total	D	R	I	O	Total
MALES										
Manufacturing -										
Engineering and vehicles	0.6	2.7	2.7	0.2	6.2	0.7	0.9	3.1	0.1	4.8
(1) Engineering (a)	0.7	2.5	2.7	0.2	6.1	0.7	0.9	3.2	0.1	4.9
(1) Vehicles (b)	0.2	3.2	2.3	0.1	6.4	0.5	1.1	2.7	0.1	4.4
Textiles and clothing	0.8	2.4	2.3	0.2	5.7	0.7	0.4	2.5	0.4	4.0
Food, drink and tobacco (c)	0.9	4.3	3.3	0.2	8.7	0.8	4.0	3.1	0.2	8.1
Furniture, sawmilling, etc.	0.7	4.7	2.0	0.4	7.8	0.6	1.1	3.0	0.1	4.8
Paper and printing	0.5	1.1	1.9	0.1	3.6	0.5	0.3	1.9	0.1	2.8
Other manufacturing	1.0	1.3	3.0	0.1	5.4	1.0	1.0	3.5	0.2	5.7
(1) Chemicals and oil refining	0.6	1.1	3.0	0.2	4.9	0.6	0.6	2.9	0.2	4.6
(1) Other	1.1	1.4	3.0	0.1	5.6	1.2	1.1	3.7	0.1	6.1
All Manufacturing	0.7	2.7	2.7	0.2	6.3	0.7	1.3	3.0	0.2	5.2
Non-manufacturing -										
Mining	0.3	0.2	2.6	0.1	3.2	0.6	1.7	2.1	0.4	4.8
Building and construction	1.7	4.3	4.4	0.0	10.4	1.3	2.3	4.2	0.0	10.8
Road transport	1.3	1.2	2.8	0.2	5.5	1.0	0.5	3.0	0.2	4.7
Wholesale and retail trade	0.6	1.9	2.4	0.1	5.0	0.6	1.6	2.6	0.3	5.1
Other non-manufacturing	1.0	0.8	3.4	0.2	5.4	0.8	1.0	2.6	0.1	4.5
All Non-manufacturing	1.0	2.1	3.1	0.1	6.3	0.9	2.3	3.0	0.2	6.4
All Industries (d)	0.8	2.5	2.8	0.2	6.3	0.8	1.6	3.0	0.2	5.6

FEMALES

Manufacturing -										
Engineering and vehicles	0.4	8.5	3.0	0.2	12.1	0.8	0.9	4.9	0.1	6.7
Textiles	0.6	2.2	3.3	0.1	6.2	0.9	0.6	2.6	0.1	4.2
Clothing	1.2	2.3	3.0	0.2	6.7	0.9	0.6	2.6	0.1	4.2
Food, drink and tobacco (c)	1.3	4.1	6.5	0.1	12.0	1.0	8.4	6.2	0.2	15.8
Paper and printing	0.8	1.0	4.5	0.1	6.4	0.5	0.8	3.6	0.1	5.0
Chemicals and oil refining	0.4	2.4	2.8	0.2	5.8	0.7	0.6	3.5	0.2	5.0
All Manufacturing (e)	0.9	4.1	4.1	0.2	9.3	0.8	1.9	3.9	0.1	6.7
All Industries (d) (f)	1.0	3.5	4.1	0.2	8.8	0.9	1.6	3.7	0.1	6.3

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 2 above. (d) See paragraph 2 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available. (f) Includes "Non-manufacturing" for which separate estimates are not available.

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